

MINUTES

	Meeting Title:	2020 CSC Council Workshop		
	Date:	12/03/2020	Time:	3:30 p.m.
	Location:	Microsoft Teams		
	Chair:	Thomas Bean	Scribe:	Elsa Sanchez-Vahamonde
Participants:	Council Members: Thomas Bean, Elisa Cramer, Donald Fennoy, II, Ed.D., Kathleen Kroll, Melissa McKinlay, Debra Robinson, M.D., Jose Luis Rodriguez, Tom Weber			
Excused: Vincent Goodman; Melissa McKinlay				
Equity – Leading with Race				
<p>A Power Point was presented focused on leading with race and shared language.</p> <p>Comments from Council Members:</p> <ul style="list-style-type: none"> How slavery started and what it transformed into are two different forms of slavery. Slavery transformed into a racially stigmatized form of slavery, which was not seen anywhere else. There was a stigma created around the color of one's skin. Unfortunately, this stigma continues today. Other types of slavery, such as those based on conquering a new land, were not based on the color of one's skin. There was appreciation for showing the cumulative nature of racism. The work by Gloria Ladson-Billings titled "The Education Debt" also describes a similar lack of investment that accumulates over time and how it reflects in the academic achievement gap. Social-emotionally, there is a clinical diagnosis of cumulative PTSD recognizing that being Black in America is a daily life-threatening event and therefore the diagnosis of cumulative PTSD would apply. <p>Action items include:</p> <ul style="list-style-type: none"> We will continue to have equity conversations in 2021. We have three equity workshops scheduled, focused on different themes, such as child outcomes data and systems analysis. Elsa will be mailing a copy of the book "We Can't Talk About That at Work!" to all Council members. 				
The meeting was adjourned at 5:03 p.m.				

Thomas Bean, Chair

Lisa Williams-Taylor, Ph.D., Chief Executive Officer